

Northern Cheyenne Cooperative Schools

P O Box 150 Busby, Montana 59016

February 17, 2012

Martin James
Chemistry Teacher
Northern Cheyenne Cooperative Schools
Post Office Box 150
Busby, Montana 59016

RE: Notice of Termination

Dear Mr. James,

This letter is being sent to notify you that on February 17, 2012 at 2:00 p. m. the NCCS School Board convened, with your attendance, to discuss the Recommendation to Terminate your employment due to the incident on February 5, 2012, of which you have received notification by Superintendent Henderson. You chose to waive your right to have union representation attend this meeting with you, as recorded in Meeting minutes.

As you know, with unanimous decision, the NCCS School Board has determined to terminate your employment due to immoral cause as documented through investigation, confessed in writing by yourself, and entered into Meeting minutes. Mr. James, as of this date all wages and benefits you have previously received from NCCS will cease. As of February 5, 2012, your inappropriate actions have separated you from receiving any further immunity as a NCCS employee.

Mr. James, due to your tenure and presence of a collective bargaining agreement at NCCS, you have the right to appeal this Board's decision within 20 days in writing to an arbitrator. As well, since this Board has terminated your employment due to immoral conduct, a mandatory report must be made to Superintendent Juneau at the Office of Public Instruction (OPI) with description and documentation of the circumstances of your termination (20-4-110(3)(a) Montana School Laws). Superintendent Juneau may conduct further investigation with the possibility of your license being revoked or suspended, or receipt of a written reprimand.

Mr. James, should you need any further information regarding this process, please direct your inquiries to Superintendent Henderson during school hours.

Sincerely,

Donna Bixby
NCCS School Board Chairman

cc: Raymond Fox, School Board Secretary

George Headswift, Elementary School Board Member
Morgan Two Moons, Elementary School Board Member
Misty Russette, Junior High/High School Board Member
Sheldon Littlebird, Junior High/High School Board Member
Pamela Henderson, Superintendent
Human Resources